

Note to users: The NCS (National Compensation Survey) is a BLS establishment survey of employee salaries, wages, and benefits. The survey is designed to produce data at local levels, within broad regions, and nationwide. The NCS will replace 3 existing BLS surveys: Employment Cost Index (ECI), Occupational Compensation Survey Program (OCSP), and Employee Benefits Survey (EBS).

The chief reasons for developing the NCS are: 1) Expand existing compensation programs by covering more occupations, by publishing more local data, and by representing all workers; 2) Eliminate duplicate data collection and processing requirements; 3) Reduce respondent burden; 4) Develop more efficient and streamlined collection and processing techniques; 5) Improve the quality of published data; 6) Produce a variety of local and national data; and 7) Address budget constraints.

The Bureau of Labor Statistics' Office of Compensation Levels and Trends (OCLT) is redesigning its compensation statistics to reflect the workplace of the 21st century. This initiative is named the National Compensation Survey (NCS); formerly, it was called COMP2000. Under the COMP2000 banner, BLS conducted six test surveys using new concepts and procedures for selecting occupations and determining the level of duties and responsibilities of those occupations.

The NCS will cover civilian workers in private industry establishments and State and local governments. It excludes private households, the Federal government, and agriculture. BLS began collecting the wage portion of the NCS starting in the fall of 1996 at which time the OCSP survey was discontinued.

**Ready Facts Catalog for the Norfolk-Virginia Beach-Newport News, VA-NC, MSA:**

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Table 6-1. **Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003**

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>All</b> .....	\$7.25	\$9.65	\$14.00	\$21.36	\$28.58
All excluding sales .....	7.29	9.91	14.36	21.99	28.65
<b>White collar</b> .....	9.17	11.62	17.13	25.04	34.81
White collar excluding sales .....	9.97	12.49	19.48	26.00	36.35
<b>Professional specialty and technical</b> .....	14.36	18.35	23.71	28.58	35.73
Professional specialty .....	16.27	21.34	24.55	30.29	37.44
Engineers, architects, and surveyors .....	—	—	—	—	—
Mathematical and computer scientists .....	—	—	—	—	—
Natural scientists .....	—	—	—	—	—
Health related .....	13.50	17.00	20.69	24.46	29.15
Physicians .....	11.96	11.98	12.60	54.65	69.82
Registered nurses .....	14.50	17.55	20.56	23.39	25.18
Teachers, college and university .....	—	—	—	—	—
Teachers, except college and university .....	22.30	24.24	27.75	32.65	38.54
Elementary school teachers .....	23.38	24.54	27.77	32.17	37.44
Secondary school teachers .....	23.24	24.30	27.75	32.65	38.06
Librarians, archivists, and curators .....	23.11	24.96	30.59	31.65	34.89
Librarians .....	23.11	24.96	30.59	31.65	34.89
Social scientists and urban planners .....	—	—	—	—	—
Social, recreation, and religious workers .....	14.04	15.49	20.51	24.36	24.51
Social workers .....	14.04	15.49	20.51	24.36	24.51
Lawyers and judges .....	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—
Technical .....	11.00	14.31	16.28	22.85	27.05
Clinical laboratory technologists and technicians .....	9.23	9.51	13.50	15.60	17.49
Licensed practical nurses .....	12.00	13.13	14.39	15.44	16.00
Electrical and electronic technicians .....	14.58	15.68	17.13	24.66	25.41
<b>Executive, administrative, and managerial</b> .....	16.63	20.97	28.60	38.87	45.69
Executives, administrators, and managers .....	16.63	26.64	34.81	42.11	48.73
Administrators and officials, public administration .....	20.51	32.41	37.13	42.55	42.55
Managers and administrators, n.e.c. ....	25.25	29.00	38.49	42.54	47.89
Management related .....	15.67	18.24	21.06	23.97	30.81
Accountants and auditors .....	18.03	19.23	20.06	22.74	23.97
<b>Sales</b> .....	6.55	8.50	10.50	15.75	25.08
Cashiers .....	5.50	6.25	8.00	9.25	10.40
<b>Administrative support, including clerical</b> .....	8.54	10.09	12.02	15.10	21.11
Secretaries .....	10.51	11.74	13.61	15.35	20.11
Receptionists .....	8.25	8.72	9.36	10.10	13.22
Order clerks .....	8.14	9.31	24.36	24.36	24.36
Library clerks .....	8.48	8.48	9.15	10.19	10.86
Bookkeepers, accounting and auditing clerks .....	9.75	10.00	12.02	12.99	15.94
General office clerks .....	8.72	9.86	11.91	13.75	19.48
Teachers' aides .....	9.54	10.18	10.95	12.31	13.98
Administrative support, n.e.c. ....	10.00	10.50	11.35	14.00	14.50
<b>Blue collar</b> .....	7.50	10.00	13.55	17.85	23.38
<b>Precision production, craft, and repair</b> .....	11.40	14.50	17.16	22.13	26.16
Industrial machinery repairers .....	16.46	18.23	19.71	23.89	24.66
Mechanics and repairers, n.e.c. ....	11.31	12.41	15.75	17.47	17.85
Electricians .....	18.31	18.31	20.67	23.64	24.77
Plumbers, pipefitters and steamfitters .....	11.17	15.95	17.85	23.75	23.75
<b>Machine operators, assemblers, and inspectors</b> .....	7.50	9.29	14.00	18.80	22.90
Miscellaneous machine operators, n.e.c. ....	7.50	9.40	11.75	15.67	21.22
Assemblers .....	12.00	16.75	20.00	25.31	25.55
Production inspectors, checkers and examiners ..	7.43	8.14	15.40	16.25	22.90
<b>Transportation and material moving</b> .....	9.06	10.27	12.50	15.75	19.25
Truck drivers .....	8.83	9.83	13.65	19.25	19.25
Bus drivers .....	9.67	10.22	11.33	13.36	13.90
Industrial truck and tractor equipment operators ..	10.14	10.32	11.84	20.87	20.87

See footnotes at end of table.

Table 6-1. **Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003 — Continued**

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>Blue collar —Continued</b>					
<b>Transportation and material moving —Continued</b>					
Miscellaneous material moving equipment operators, n.e.c. ....	\$9.63	\$10.25	\$11.49	\$15.45	\$16.50
<b>Handlers, equipment cleaners, helpers, and laborers</b>	5.50	7.00	9.25	10.70	12.77
Construction laborers .....	7.00	7.75	9.50	10.30	12.54
Stock handlers and baggers .....	5.40	5.60	7.00	10.70	11.00
Machine feeders and offbearers .....	3.16	4.84	10.35	10.35	16.49
Freight, stock, and material handlers, n.e.c. ....	8.75	10.30	11.89	12.79	18.65
Hand packers and packagers .....	7.25	7.25	7.25	10.00	10.70
<b>Service</b> .....	5.50	6.75	8.50	11.75	16.18
Protective service .....	6.66	8.00	13.13	16.44	21.36
Firefighting .....	11.30	12.00	12.94	14.99	17.65
Police and detectives, public service .....	14.11	15.08	16.26	17.97	23.58
Correctional institution officers .....	11.83	12.85	13.14	14.04	16.13
Food service .....	2.13	2.35	6.50	8.12	10.56
Waiters, waitresses, and bartenders .....	2.13	2.13	2.13	6.00	9.75
Waiters and waitresses .....	2.13	2.13	2.13	2.35	10.00
Other food service .....	6.00	6.50	7.50	9.00	10.63
Cooks .....	7.00	7.60	8.30	9.08	9.95
Kitchen workers, food preparation .....	6.30	7.00	7.50	9.00	12.50
Food preparation, n.e.c. ....	5.65	6.00	6.50	7.76	10.56
Health service .....	7.45	8.22	9.07	9.97	11.04
Health aides, except nursing .....	8.23	9.12	9.62	11.24	12.40
Nursing aides, orderlies and attendants .....	7.44	8.00	8.89	9.83	10.48
Cleaning and building service .....	6.75	7.50	8.50	10.76	15.34
Janitors and cleaners .....	6.75	7.43	8.25	10.66	11.26
Personal service .....	6.00	6.25	7.95	9.41	10.64

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-2. Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003

Occupation <sup>3</sup>	Private industry				
	10	25	Median 50	75	90
<b>All</b> .....	\$6.89	\$9.00	\$12.75	\$20.00	\$26.48
All excluding sales .....	7.00	9.06	13.13	20.45	26.56
<b>White collar</b> .....	8.53	10.70	15.67	24.36	32.86
White collar excluding sales .....	9.44	11.83	17.16	24.36	37.12
<b>Professional specialty and technical</b> .....	13.00	15.92	21.62	25.15	31.73
Professional specialty .....	14.50	20.02	23.08	27.43	38.28
Engineers, architects, and surveyors .....	—	—	—	—	—
Mathematical and computer scientists .....	—	—	—	—	—
Natural scientists .....	—	—	—	—	—
Health related .....	12.97	16.38	20.62	24.16	26.77
Registered nurses .....	14.50	17.16	20.60	23.38	25.19
Teachers, college and university .....	—	—	—	—	—
Teachers, except college and university .....	20.98	20.98	22.14	23.20	30.16
Librarians, archivists, and curators .....	—	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—
Lawyers and judges .....	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—
Technical .....	11.00	14.31	16.28	23.18	28.13
Clinical laboratory technologists and technicians .....	9.23	9.51	13.50	15.60	17.49
Licensed practical nurses .....	12.16	13.13	14.39	15.44	16.00
Electrical and electronic technicians .....	14.58	15.68	17.13	24.66	25.41
<b>Executive, administrative, and managerial</b> .....	16.63	21.19	30.50	39.66	47.22
Executives, administrators, and managers .....	16.63	26.20	37.77	42.40	49.48
Managers and administrators, n.e.c. ....	25.25	29.00	38.87	42.54	48.15
Management related .....	18.03	19.44	22.74	26.99	37.12
Accountants and auditors .....	18.03	19.23	19.77	22.74	29.31
<b>Sales</b> .....	6.50	8.45	10.50	15.80	25.08
Cashiers .....	5.50	6.00	8.00	9.00	9.50
<b>Administrative support, including clerical</b> .....	8.25	9.90	11.95	15.29	24.36
Secretaries .....	9.00	10.76	12.50	15.58	20.14
Receptionists .....	8.21	8.72	10.00	10.24	13.22
Order clerks .....	8.14	9.31	24.36	24.36	24.36
Bookkeepers, accounting and auditing clerks .....	9.64	9.75	11.32	12.02	14.50
General office clerks .....	8.00	9.69	12.09	13.63	19.48
<b>Blue collar</b> .....	7.25	9.91	14.16	17.85	23.75
<b>Precision production, craft, and repair</b> .....	11.17	15.20	17.47	23.38	26.56
Industrial machinery repairers .....	16.46	18.23	19.71	23.89	24.66
Plumbers, pipefitters and steamfitters .....	11.17	15.95	17.85	23.75	23.75
<b>Machine operators, assemblers, and inspectors</b> .....	7.50	9.14	14.36	18.90	22.90
Miscellaneous machine operators, n.e.c. ....	7.49	8.66	13.25	16.89	21.90
Assemblers .....	12.00	16.75	20.00	25.31	25.55
Production inspectors, checkers and examiners ..	7.43	8.14	15.40	16.25	22.90
<b>Transportation and material moving</b> .....	9.61	10.35	13.95	16.75	19.25
Truck drivers .....	8.00	11.70	14.88	19.25	19.25
Industrial truck and tractor equipment operators ..	10.14	10.32	11.84	20.87	20.87
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	5.40	6.35	8.75	10.41	12.10
Stock handlers and baggers .....	5.40	5.60	7.00	10.70	11.00
Machine feeders and offbearers .....	3.16	4.84	10.35	10.35	16.49
Freight, stock, and material handlers, n.e.c. ....	8.75	10.30	11.89	12.79	18.65
Hand packers and packagers .....	7.25	7.25	7.25	10.00	10.70
<b>Service</b> .....	2.13	6.25	7.43	8.99	10.66
Protective service .....	—	—	—	—	—
Food service .....	2.13	2.35	6.44	8.00	10.40
Waiters, waitresses, and bartenders .....	2.13	2.13	2.13	6.00	9.75

See footnotes at end of table.

Table 6-2. **Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003 — Continued**

Occupation <sup>3</sup>	Private industry				
	10	25	Median 50	75	90
<b>Service –Continued</b>					
Food service –Continued					
Waiters, waitresses, and bartenders –Continued					
Waiters and waitresses .....	\$2.13	\$2.13	\$2.13	\$2.35	\$10.00
Other food service .....	6.00	6.50	7.14	8.59	10.56
Cooks .....	7.00	7.60	8.25	9.08	9.82
Kitchen workers, food preparation .....	6.30	7.00	7.50	9.00	12.50
Food preparation, n.e.c. ....	5.65	6.00	6.25	7.00	10.56
Health service .....	7.49	8.22	8.96	9.84	10.42
Nursing aides, orderlies and attendants .....	7.45	8.20	8.90	9.75	10.35
Cleaning and building service .....	6.50	7.00	8.25	10.66	11.55
Janitors and cleaners .....	6.50	7.00	8.24	10.66	10.76
Personal service .....	6.00	6.25	7.75	8.32	9.50

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-3. Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003

Occupation <sup>3</sup>	State and local government				
	10	25	Median 50	75	90
<b>All</b> .....	\$9.83	\$12.19	\$16.25	\$24.55	\$32.14
All excluding sales .....	9.83	12.22	16.42	24.59	32.14
<b>White collar</b> .....	11.02	14.42	22.93	28.58	35.67
White collar excluding sales .....	11.15	14.80	23.01	28.70	35.65
<b>Professional specialty and technical</b> .....	16.41	22.69	25.98	31.23	37.44
Professional specialty .....	16.95	22.93	26.31	31.23	37.44
Engineers, architects, and surveyors .....	—	—	—	—	—
Mathematical and computer scientists .....	—	—	—	—	—
Health related .....	16.41	18.04	21.58	26.20	54.65
Registered nurses .....	17.04	17.94	20.06	23.69	25.06
Teachers, except college and university .....	23.01	24.30	27.77	32.76	38.74
Elementary school teachers .....	23.35	24.48	27.75	32.17	37.38
Secondary school teachers .....	23.24	24.30	27.75	32.62	37.44
Librarians, archivists, and curators .....	—	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—
Social, recreation, and religious workers .....	13.65	15.02	17.78	22.93	26.20
Social workers .....	13.65	15.02	17.78	22.93	26.20
Lawyers and judges .....	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—
Technical .....	—	—	—	—	—
<b>Executive, administrative, and managerial</b> .....	15.62	18.46	23.41	33.37	37.51
Executives, administrators, and managers .....	23.41	27.71	32.41	37.13	42.55
Administrators and officials, public administration .....	20.51	32.41	37.13	42.55	42.55
Management related .....	15.11	16.25	18.46	21.56	22.93
<b>Sales</b> .....	—	—	—	—	—
<b>Administrative support, including clerical</b> .....	9.60	10.65	12.49	14.91	16.84
Secretaries .....	11.21	12.42	14.04	15.35	20.11
Library clerks .....	8.48	8.48	9.15	10.19	10.86
General office clerks .....	9.05	10.34	11.35	13.97	15.34
Teachers' aides .....	9.54	10.18	10.95	12.31	13.98
Administrative support, n.e.c. ....	10.27	10.62	11.71	13.70	15.98
<b>Blue collar</b> .....	9.25	10.28	12.51	16.01	20.73
<b>Precision production, craft, and repair</b> .....	12.41	12.88	16.72	20.73	23.22
<b>Machine operators, assemblers, and inspectors</b> .....	—	—	—	—	—
<b>Transportation and material moving</b> .....	9.00	9.79	10.80	12.76	14.04
Bus drivers .....	9.67	10.22	11.33	13.36	13.90
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	7.87	9.32	11.42	12.87	15.50
<b>Service</b> .....	8.39	10.64	13.29	16.84	21.08
Protective service .....	11.83	13.12	15.08	17.97	24.17
Firefighting .....	11.30	12.00	12.94	14.99	17.65
Police and detectives, public service .....	14.11	15.08	16.26	17.97	23.58
Correctional institution officers .....	11.83	12.85	13.14	14.04	16.13
Food service .....	7.48	8.20	9.32	13.06	14.82
Other food service .....	7.48	8.20	9.32	13.06	14.82
Health service .....	7.36	7.61	9.41	10.51	12.59
Nursing aides, orderlies and attendants .....	7.21	7.61	8.41	10.51	12.29

See footnotes at end of table.

Table 6-3. **Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003**  
— Continued

Occupation <sup>3</sup>	State and local government				
	10	25	Median 50	75	90
<b>Service</b> —Continued					
Cleaning and building service .....	\$7.76	\$8.20	\$9.40	\$11.85	\$16.98
Janitors and cleaners .....	7.73	8.07	8.97	10.88	11.93
Personal service .....	7.98	8.78	10.64	10.64	10.64

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-4. Hourly wage percentiles for establishment jobs,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>All</b> .....	\$8.50	\$10.70	\$15.35	\$22.90	\$29.74
All excluding sales .....	8.50	10.80	15.51	23.17	29.74
<b>White collar</b> .....	9.94	12.35	18.60	25.86	36.10
White collar excluding sales .....	10.35	12.82	19.90	26.75	37.09
<b>Professional specialty and technical</b> .....	14.39	18.45	23.99	28.68	36.29
Professional specialty .....	16.27	21.72	24.84	30.49	37.50
Engineers, architects, and surveyors .....	—	—	—	—	—
Mathematical and computer scientists .....	—	—	—	—	—
Natural scientists .....	—	—	—	—	—
Health related .....	12.85	15.80	20.09	24.46	35.50
Registered nurses .....	14.00	16.38	19.62	23.13	25.07
Teachers, college and university .....	—	—	—	—	—
Teachers, except college and university .....	22.56	24.24	27.75	32.65	38.74
Elementary school teachers .....	23.38	24.54	27.77	32.17	37.44
Secondary school teachers .....	23.24	24.30	27.75	32.65	38.06
Librarians, archivists, and curators .....	23.11	24.96	30.59	31.65	34.89
Librarians .....	23.11	24.96	30.59	31.65	34.89
Social scientists and urban planners .....	—	—	—	—	—
Social, recreation, and religious workers .....	14.04	15.49	20.51	24.36	24.51
Social workers .....	14.04	15.49	20.51	24.36	24.51
Lawyers and judges .....	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—
Technical .....	11.17	14.34	17.00	23.18	28.13
Clinical laboratory technologists and technicians .....	9.23	9.80	13.64	15.88	17.61
Licensed practical nurses .....	12.00	13.00	14.34	15.44	16.00
Electrical and electronic technicians .....	14.58	15.68	17.13	24.66	25.41
<b>Executive, administrative, and managerial</b> .....	16.63	20.97	28.63	38.87	45.69
Executives, administrators, and managers .....	16.63	26.68	34.81	42.11	48.73
Administrators and officials, public administration .....	20.51	32.41	37.13	42.55	42.55
Managers and administrators, n.e.c. ....	25.25	29.00	38.49	42.54	47.89
Management related .....	15.67	18.16	21.06	23.97	30.83
Accountants and auditors .....	18.03	19.23	20.06	22.74	23.97
<b>Sales</b> .....	8.25	9.62	14.00	19.38	27.94
<b>Administrative support, including clerical</b> .....	9.02	10.50	12.19	15.35	21.73
Secretaries .....	10.62	11.83	13.76	15.40	20.11
Receptionists .....	8.72	8.95	9.89	10.27	15.80
Bookkeepers, accounting and auditing clerks .....	9.75	10.00	12.02	12.99	15.94
General office clerks .....	8.72	10.00	12.02	13.85	19.48
Teachers' aides .....	9.54	10.18	10.95	12.31	13.98
Administrative support, n.e.c. ....	10.00	10.50	11.35	14.00	14.50
<b>Blue collar</b> .....	8.14	10.35	14.75	18.31	23.75
<b>Precision production, craft, and repair</b> .....	11.40	14.50	17.16	22.13	26.16
Industrial machinery repairers .....	16.46	18.23	19.71	23.89	24.66
Mechanics and repairers, n.e.c. ....	11.31	12.41	15.75	17.47	17.85
Electricians .....	18.31	18.31	20.67	23.64	24.77
Plumbers, pipefitters and steamfitters .....	11.17	15.95	17.85	23.75	23.75
<b>Machine operators, assemblers, and inspectors</b> .....	7.50	9.29	14.00	18.58	22.90
Miscellaneous machine operators, n.e.c. ....	7.50	9.40	11.75	15.67	21.22
Assemblers .....	12.00	16.75	20.00	25.31	25.55
Production inspectors, checkers and examiners ..	7.43	8.14	15.40	16.25	22.90
<b>Transportation and material moving</b> .....	9.61	10.35	13.35	16.28	19.25
Truck drivers .....	9.00	11.13	14.39	19.25	19.25
Industrial truck and tractor equipment operators ..	10.14	10.32	11.84	20.87	20.87
Miscellaneous material moving equipment operators, n.e.c. ....	9.63	10.25	11.49	15.45	16.50
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	7.25	8.50	10.00	11.48	14.65
Construction laborers .....	7.00	7.75	9.50	10.30	12.54
Stock handlers and baggers .....	8.50	9.25	10.70	11.00	12.64

See footnotes at end of table.



Table 6-4. **Hourly wage percentiles for establishment jobs,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003 — Continued**

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>Blue collar —Continued</b>					
<b>Handlers, equipment cleaners, helpers, and laborers</b>					
—Continued					
Machine feeders and offbearers .....	\$3.16	\$4.84	\$10.35	\$10.35	\$16.49
Freight, stock, and material handlers, n.e.c. ....	8.75	10.30	11.89	13.06	19.00
Laborers, except construction, n.e.c. ....	6.25	7.50	9.50	10.41	11.12
<b>Service</b> .....	6.25	7.72	10.28	13.49	17.53
Protective service .....	7.16	10.95	13.61	17.22	22.49
Firefighting .....	11.30	12.00	12.94	14.99	17.65
Police and detectives, public service .....	14.11	15.08	16.26	17.97	23.58
Correctional institution officers .....	11.83	12.85	13.14	14.04	16.13
Food service .....	2.13	2.13	7.00	9.50	11.50
Waiters, waitresses, and bartenders .....	—	—	—	—	—
Other food service .....	7.00	7.50	9.00	10.63	13.25
Cooks .....	7.60	8.30	8.75	9.50	10.59
Health service .....	8.18	8.64	9.46	10.28	11.56
Nursing aides, orderlies and attendants .....	7.58	8.33	9.14	10.15	11.06
Cleaning and building service .....	7.43	8.19	9.91	11.55	16.98
Janitors and cleaners .....	7.34	7.99	9.43	10.76	12.46
Personal service .....	6.25	6.45	7.90	8.91	11.22

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

<sup>2</sup> Employees are classified as working either a full-time or a part-time

schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-5. Hourly wage percentiles for establishment jobs,<sup>1</sup> part-time workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>All</b> .....	\$5.50	\$6.00	\$7.50	\$9.00	\$11.55
All excluding sales .....	5.40	6.00	7.49	9.00	12.02
<b>White collar</b> .....	6.20	7.00	8.75	11.00	20.72
White collar excluding sales .....	7.50	8.14	10.00	19.66	22.14
<b>Professional specialty and technical</b> .....	9.23	15.83	20.72	22.22	24.96
Professional specialty .....	17.00	19.66	21.63	23.20	25.19
Health related .....	18.54	20.09	21.63	24.17	25.91
Registered nurses .....	18.54	20.09	21.63	24.16	25.69
Teachers, college and university .....	—	—	—	—	—
Teachers, except college and university .....	—	—	—	—	—
Lawyers and judges .....	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—
Technical .....	—	—	—	—	—
<b>Executive, administrative, and managerial</b> .....	—	—	—	—	—
Executives, administrators, and managers .....	—	—	—	—	—
Management related .....	—	—	—	—	—
<b>Sales</b> .....	5.60	6.45	8.00	9.40	10.40
Cashiers .....	5.50	6.00	7.00	8.75	9.50
<b>Administrative support, including clerical</b> .....	7.00	8.00	8.50	10.10	12.52
<b>Blue collar</b> .....	5.40	6.00	6.89	9.00	10.70
<b>Machine operators, assemblers, and inspectors</b> .....	—	—	—	—	—
<b>Transportation and material moving</b> .....	8.60	9.00	9.54	10.89	13.28
Bus drivers .....	9.35	9.85	10.57	12.01	13.68
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	5.40	5.50	6.00	7.50	9.13
Stock handlers and baggers .....	5.25	5.50	6.00	6.89	8.00
<b>Service</b> .....	5.15	6.00	7.00	8.24	9.32
Protective service .....	—	—	—	—	—
Food service .....	2.35	5.65	6.25	7.50	9.00
Waiters, waitresses, and bartenders .....	2.13	2.35	5.15	6.00	10.00
Other food service .....	6.00	6.00	6.75	7.50	8.50
Kitchen workers, food preparation .....	6.00	6.50	7.00	7.50	8.00
Food preparation, n.e.c. ....	5.65	6.00	6.25	7.00	8.85
Health service .....	7.25	7.58	8.40	9.24	9.85
Nursing aides, orderlies and attendants .....	7.21	7.58	8.44	9.24	9.86
Cleaning and building service .....	—	—	—	—	—
Personal service .....	—	—	—	—	—

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

<sup>2</sup> Employees are classified as working either a full-time or a part-time

schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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